

HEALTH CARE FOUNDATION OF GREATER KANSAS CITY (HCF)

Nominating Committee Minutes of Meeting Held Wednesday, November 12, 2014

Location: Pioneer Campus Metropolitan Community College, 2700 E. 18th Street, Jonas Board Room, Suite 211, Kansas City, Missouri

Committee Members Attending: Alan Flory, Chair; Thomas C. Carignan; Roberta Austin Coker; Karen Cox, RN, PH.D.; Susan Garrett; Jon R. Gray; and Zori Rodriguez

HCF Board Members and staff attending: Bridget McCandless, M.D., President/CEO; and Tracy Skidgel, Executive Assistant

Chair Flory called the meeting to order at 9:00 a.m. and welcomed everyone. Committee members were provided copies of the questions to be asked. Chair Flory shared that we have scheduled 20 minutes per interview; allowing 15 minutes to interview and a couple of minutes to talk afterwards. Interview questions were assigned: Karen Cox #1, Tom Carignan #2, Roberta Coker #3, Susan Garrett #4, Judge Gray #5, Zori Rodriguez #6 and Alan Flory #7. Chair Flory will ask the last two questions for those candidates seeking a second one-year term.

No Board member self-nominated, three incumbents submitted their names and three other names were submitted/recommended. One recommendation was Ann Mesle but she said “no, not now.” Chair Flory was also recommended but he replied “not now, as he is chairing the Nominating Committee.” The third recommendation was Wayne Powell and the committee will be interviewing him today.

Committee members welcomed Kenny Southwick as the guinea pig for this new process of interviewing the Board officer candidates. Chair Flory stated that the questions were transmitted in advance, and the Committee will be interviewing four individuals for the four Board offices (Chair, Vice Chair, Secretary and Treasurer).

All candidates were asked the same questions, they were:

Possible questions for HCF Officer Candidates:

1. What do you bring to this officer position that would make the biggest contribution to HCF?
2. Is there additional training or information that would make it easier to fulfill the duties of this office?
3. Do you have any concerns about taking on this position?
4. What would you improve about board or agency functioning in your role as a HCF officer?
5. What role does a board officer have in relation to HCF staff and grantees?
6. How best can we utilize the leadership talent available on our board?
7. What is the next frontier of the work of HCF?

Possible questions for HCF Officers seeking a second one-year term:

1. What do you cite as your major accomplishment during your term as _____?
2. What do you hope to accomplish in a second term?

**Interview HCF Board Office Candidates --
Kenny Southwick Interview – 9:00 a.m.**

Judge Gray commented prior to asking questions #5 that he was pleased with the new officer interview process and Dr. Southwick's leadership but believed the Foundation should have been asking these questions for a long time.

Follow-up Questions: None

Committee members thanked Dr. Southwick for talking with them.

Chair Flory shared that the committee will decide after the interviews if they will make further decisions and/or recommendations.

Kimberly Young Interview – 9:20 a.m.

Ms. Young shared that she participated in this year's Vice Chair officer orientation, description of position and acknowledged the expectations. Ms. Young stated that she believes the process is good – for training and orientation, get to know you events for better understanding of other Board members.

Follow-up Questions: What types of things are you doing now to position yourself with your other responsibilities to devote the time and exert your style of leadership? Moving the Foundation to the next phase, evaluation and outcomes. Hopes Ms. Young will keep that in mind and put her own imprint on it. Ms. Young shared that she has been begun meeting regularly with Dr. McCandless as well as prioritizing her time for HCF meeting. In addition, she has been familiarizing herself with the Foundation's Bylaws.

Chair Flory indicated that the Committee will complete the interviews and hopefully recommend nominations to the Board. Can bring slate in November if ready.

Karen Cox shared that Kimberly is a perfect example of the type of individual we need to cultivate for Board membership/leadership. Ms. Young was new to the community and didn't know about the Foundation when Karen approached her to consider applying.

Wayne Powell Interview – 9:40 a.m. (via telephone)

Chair Flory shared that three or more board members had suggested Wayne Powell to consider serving in a board officer position.

Wayne connected – 9:40 a.m. Chair Flory shared that the Committee will be interviewing four people today. Committee members will need to decide next steps of either nominating the four officers or recruiting additional candidates. If completed and decide to go forward with recommendation, the slate of board officers will be presented at the December 10th Board meeting. If it is determined that additional candidates need to be recruited, the slate will be presented at the February Board meeting.

Mr. Powell shared that as Secretary, he anticipates engagement with Tracy, the Executive Officers as well as outgoing Board secretary. Applauds the proposed electronic approach to distributing and retaining Board materials. Any step in that direction will be an improvement. Quick note mentioned – Secretary Role maybe an opportunity to make minutes more concise.

Frontier for HCF – Value they can bring -- Obviously succession plan is critical for the Board; replenish the talent pool as we go and train for leadership roles as we go; retain skill and insight, knowledge that

is really helpful for the Board. Matriculating board members regarding what the Foundation is all about. 2) Advocacy is going to be a more important role about how we might set up a separate and distinct organization to advance policy work. Want to be prudent about how any additional resources are managed. Have to continue thinking about evaluating the impact of the foundation and represent to the community at large.

Follow-up Questions: Wayne – no questions. Mr. Powell stated that he appreciated the opportunity to serve on the Foundation board regardless of what happens in this process. It has been enlightening to him personally and professionally. Appreciated the encouragement he has received to apply to serve on Board and now to serve as an officer/secretary.

Process – Following interviews will decide how quickly they can come up with nominations for Board officers. Will let him know when decision made for slate of officers.

Tom Carignan Interview – 10:00 a.m.

Mr. Carignan shared that he would like to see the Foundation leverage technology better to be more interactive with grantees. Need to have leadership discussions at regular intervals. Support Board members and staff (not direct operations). Conduit and advocate for the Foundation. Mr. Carignan stated that he wears his Foundation pin when out in the community. Encouraged Board members to be advocates for the Foundation wear on our sleeves engaging people to know more about HCF. Leadership – get to know each other and ask for engagement. Takes a while to get into your role.

Frontier for HCF – Farther we get from the founding of this organization the more we need to spend time on the whys. Making sure those conversations are being held. Need to recognize that we have a CFO and COO that will want to retire and we will need to plan in advance for those events. As visibility rises we need to make sure that principles are kept in front of us and decisions keep with history and mission. Continue Policy and Advocacy discussions.

Major Accomplishment – Finding his voice and contributing more to conversations.

Second term – balance budget and strong returns – Like to spend time more time with Hewitt EnnisKnupp understanding methodology more. Would love to attend GIH if resources are available. Getting more in tune with Medicaid and Medicare, ACA.

Do you see yourself having additional officer positions following Treasurer? Tom, yes, interested if opportunity arises.

Interviews completed. Need to decide what action will be.

Bridget McCandless shared that we are passing on the history and tradition of the Foundation. In the Board orientation book which is overwhelming, would it be preferable to supply in segments?

Action on Officer Candidates – Chair Flory reviewed the service/term chart. Kimberly Young is up for reelection and has three more years. Could serve as Vice Chair and two years as Chair. Tom Carignan is in a unique position as he has fulfilled the residual of a term, was recently elected to a 3 year term and can serve one more full term so he could potentially have an additional 5 years. Wayne Powell is serving his first year so will have 5 years remaining.

Can circulate the chart to committee members via email.

Can nominate these folks now or look for additional candidates. Three are incumbents – we could switch them around. Are we comfortable with making nominations now? Could announce at December Board meeting but vote would occur at February meeting.

Proposed 2015 Board Officer Slate:

Kenneth E. Southwick, Ed.D. – Chair
Kimberly Young – Vice Chair
Wayne Powell – Secretary
Thomas C. Carignan -- Treasurer

Karen Cox made the motion to approve and recommend the proposed 2015 Board Officer slate as listed above. Zori Rodriguez seconded the motion.

Process question -- Would we open it up for additional nominations at the December Board meeting? The Nominating Committee would recommend a slate for voting purposes but the Board could send the committee back for additional individuals to consider.

Karen Cox shared that going forward, early in 2015, ask Board members to express their interest for officer positions.

No further discussion. **Motion was approved by unanimous voice vote.**

Judge Gray has learned during his term that we always say that we have a lot of leaders around the room. That two terms of officer should be the exception rather than the rule. He doesn't think that a person should serve as Chair necessarily for two years. Have had several outstanding people that could serve. Gigantic leap forward in his opinion. This is more the type of discussion we should be having as we go forward. Find ways to engage people to give those of leadership caliber the opportunity to serve.

Having a past chair available is a good thing. Kimberly Young could serve as Chair two years but would it be better for her to serve as Chair for one year and then serve as Past Chair.

Committee members recognized that we need to start the process earlier during Board members' service in knowing what they are interested in doing.

Asked Karen Cox if it was sufficient. Dr. Cox shared that she only served one year as Vice-Chair. Should not be set in stone either way. Need to look at what's going on in the organization and go from there. Having to very quickly talk about replacing the inaugural CEO was pretty big challenge. That would not have been a one year event. Have to look at who the leaders are and the potential. Also reviewing the graph. Glad she had the year as past chair to contribute.

Committee chairs are the same way. Tend to keep them in their position. If it doesn't cause a problem with continuity consider moving people, which can be very hard within a 6 year term. First year is too early to serve but sometimes there is not enough time to move up depending on the term limits.

Other Business --- Should be evaluating the process and consider if need to revise questions. Job descriptions have been completed.

Meeting adjourned at 10:25 a.m.